

Materiality

Changes are occurring in so many areas at such a fast pace these days—climate change, technological advances, people's lifestyles, and sense of values. With this in mind, the Noritake Group is working to identify social issues and needs, and continually provide new value in order to help and contribute to the development of a sustainable society.

With our Long-term Vision for 2030 in mind, our Group has identified six materiality items (priority issues) to address: "reduction of environmental impacts", "continuous provision of new value", "stable supply of high-quality and safe products", "pursuit of well-being in society", "improvement of employee engagement", and "continuous reinforcement of governance." We are advancing sustainability management to realize a sustainable society and continuously enhance our corporate value.

List of materiality (key issues)

	Materiality	Details of Key Initiatives	Fiscal 2023 Results (Progress)	FY2024 Targets
Contribute to the global environment	Reducing environmental impact Applicable SDGs: 7, 9, 12, 13, 15	Reduce CO ₂ emissions	CO ₂ emissions: 51,000 tons (-23% compared to FY2018)	● CO ₂ emissions of 73,000 tons or less; a reduction of 25% or more compared to FY2018
		Reducing waste	Waste disposals: 10,200 tons	● Waste disposals: 10,000 tons or less
		Provide environmentally-friendly products	9% net sales share of environmentally-friendly products	● 10% or more net sales share by environmentally-friendly products
Contribute to a convenient society	Continuous provision of new value Applicable SDGs: 7, 9	Provide new products	New product sales growth rate of 19% (compared to FY2022)	● Achieve a sales growth rate of 25% or more (compared to FY 2022)
		Establishing a structure for new business creation	<ul style="list-style-type: none"> Started operation of a development theme proposal system that solicits proposals from all employees and a development process for commercialization (Stage-Gate system) Established an open innovation promotion system 	● Promote open innovation
		Strengthening core-technology development	Increase number of patents held by 9.5% (compared to FY2022)	● Increase the number of patents held by 10% (compared to FY2022)
Contribute to the people's well-being	Stable supply of high-quality and safe products Applicable SDGs: 9, 12, 17	Promote activities for improving quality	Achieve: 0 product incidents Reduce number of complaints by : 26% (compared to 2022) Formulated and deployed quality policies, and strengthened management through internal audits	● Zero product-accidents ● Reduce claim cases by 20% (compared to FY 2022) ● Strengthen the quality assurance system
		Promoting supply-chain management	Identified issues with procurement activities in business departments Collection rate of purchase guideline receipt acknowledgment forms of 96% Conducted questionnaire survey of key business partners	● Strengthen the system for sustainable procurement ● Achieve a survey response rate of 80% or more for the Purchasing Guideline
		Respecting human rights	Conducted questionnaire surveys of suppliers and employees	● Promote human rights due diligence
Contribute to the people's well-being	Pursue a society that values well-being Applicable SDGs: 5, 8, 10, 11, 15	Providing well-being products	Sales share of well-being products of 8.2%	● Sales ratio of 8% or more
		Contribution to the local community	Held 9 events that enrich the dining sphere Accepted social studies field trips from 43 schools	● Organize events that enrich the dining space ● Provide opportunities for social studies
		Improving the physical and mental health of employees	Ratio of days of annual leave taken of 70.6% Stress check completion rate of 95.1%	● Achieve a paid vacation acquisition rate of 70% or more ● Achieve a stress check participation rate of 90% or more
Strengthen the foundation	Improve employee engagement Applicable SDGs: 4, 5, 8, 10	Creating the workplace where employees can work vigorously	Created a new personnel system Conducted engagement surveys and established action plans based on the results	● Revise the personnel system ● Conduct an engagement survey and utilize it for issue setting
		Fostering a culture that respects diversity	Rate of men taking childcare leave of 85% Increase the ratio of female executives to 20% (compared to FY2022)	● Achieve a male childcare leave acquisition rate of 50% or more ● Increase the ratio of female managers by 20% (compared to FY 2022)
		Strengthening the governance system	Transition to a company structure with an Audit and Supervisory Committee Implemented improvement measures for issues identified in the results of the Board of Directors' effectiveness evaluation Established the Sustainability Management Committee (April 2023)	● Improve the effectiveness of the Board of Directors ● Strengthen the system for promoting sustainability management
Strengthen the foundation	Continuous reinforcement of governance Applicable SDGs: 12, 10	Improving information security	Deployed multi-factor authentication login and started terminal authentication for the company network	● Strengthen network security
		Thorough observance of compliance	Trained personnel in charge of practical operations related to the Subcontract Act, export control regulations, etc.	● Conduct literacy education on laws and regulations

